



## **Achieving Pay Equity Across the Agency**

Under the leadership of the board of directors, Interim Superintendent Lamer and now Superintendent Reichman, having fair and equal pay for positions is a top priority. This means making sure that what ASDB employees make is similar to what employees at Arizona public school districts make. It is a priority that has to be carefully balanced with all the financial needs that Arizona State Schools for the Deaf and the Blind (ASDB) has to consider. In other words, we have to be able to pay for salary increases year after year while still being able to pay the bills.

It should be noted that sometimes wage reviews for a particular type of job reveal that ASDB staff are already paid fairly and similarly to people performing the same or similar job at Arizona school districts, and sometimes paid more. In those situations, pay increases are not made. It is only those cases in which staff make less than people in similar positions are wages adjusted (increased).

Leadership's commitment to achieving employee pay equity with the resources ASDB has available is why HR staff now have regular job position wage studies. The goal being to make sure ASDB employees are paid similarly and fairly compared to, on average, people holding similar jobs who work somewhere else. This has been a top priority for the past few years, and many positive changes have resulted, as you'll note below.

### **2015-2016**

#### **1. Pay increases and the creation of a 20-year pay scale for teachers.**

Teachers at ASDB were provided a pay schedule that, year after year, rewards them for both their years of service to ASDB and education level. **Each year**, teachers move up in pay based on where they fall within the pay scale. Unlike most school districts, ASDB provides a pay scale honoring up to 20 years of service. At most school districts it caps off at only 15 years of service. The ASDB Governing Board asked that the creation of a competitive teacher pay scale be the first area for the ASDB executive team to address in terms of pay equity, and it did.

#### **2. Adjustments (increases) in pay to bus drivers, administrative support staff and nurses.**

### **2016-2017**

1. **Prop 123 pay increases** for teachers, Instructional Assistants and Bus Drivers.
2. Currently, wage analyses for the Media Departments, Berger Performing Arts Center, Food Services, Facilities and Related Services (for example, school counselor positions) are being completed, and wage reviews for other job types will begin soon.

For specific questions about pay, please contact Human Resources at 520-770-3714 or <a href="mailto:HR@asdb.az.gov">HR@asdb.az.gov</a> .
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